

Being Part of a Multicultural Society: Tracking ARAOMC Congregational/Institutional Change

- Create an inclusive, relational environment for engagement and decision-making.
- Maximize the likelihood that the plans and decisions that you make are good ones and broad enough to meet the needs of various groups, because they were a part of the process.
- Accountability is what we measure, and how we measure it.

Covenant for this discussion:

- Emphasis on structural change, not individual work
- Do not focus on past efforts
- Start from the assumption that current state is “maintaining” until evaluation proves otherwise

	Unexamined Status Quo	Efforts made to prevent change and put things back the way they were.	Invitation is issued and there is positive response and engagement	Goal-setting oriented towards new and/or shared values	Learning and practicing new concepts, frameworks, tools, awareness, skills, etc.	Reorganizing processes and collaborating to fulfill the vision and meet the goals. New tools are being used.	Internalization of the changes so that new norms have been created and operate in the life of the church community.
	MAINTAINING	REINFORCING	ADAPTING	REVISIONING	RETOOLING	RESTRUCTURING	TRANSFORMING
8th Principle Group		Is reduced participation resistance to change or reflective of our lack of inclusion? Exit interviews? Are questions part of the	The workshop Participation in the process by past members	Goal setting process			

Adapted from *Welcoming Resistance* by William Hobgood
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		<p>learning process, or is that a form of resistance or reinforcing old patterns?</p> <p>People revert to anti racism historically rather than being focused on institutional change?</p>	<p>and possibly marginalized groups</p> <p>Solid core group committed to the groups mission.</p>				
Board of Trustees							
Worship Committee (committee and worship service should be looked at separately)							
Nominating							
Women's Alliance							
Food Pantry							
Small-Group Ministry							

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<i>Investment Committee</i>							
<i>Book Group</i>							
Coffee Hour??							
Social Justice							
Parents							
<i>Share the plate</i>							
Atheists							
Men's Breakfast							

Evaluation Tool

Please indicate where your group or committee falls in this framework regarding the following question:

Where is your group/committee in the work to ground the 8th Principle into your thinking, decisions, and actions?

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Community	Readiness - Where are we now?	What would change look like? (retooling)	What are some practices to assess the effectiveness? What is the evidence to assess that the changes have been internalized?
		What are the norms, the culture, the relationships, and what might we do to align ourselves to the intention of the 8th Principle?	
Book Group	Adapting - Resistance, but space for progress Moving into Revisioning	Change might look more like how the meetings themselves are conducted.	
Women's Alliance	Retooling - Learning and practicing new practices Doing new things and engaging with the world around us		
BOT	Adapting - Moving Towards Goal-Setting	Every decision of the board would be accountable to 8th Principle Our process would be analysed on an ongoing basis	
Worship	Adapting and Revisioning	We would have a mission and goals that explicitly made us aware of our 8th Principle accountability.	
8th Principle Group	Reinforcing/Adapting	A group in transformation becomes an environment that feels different to anyone who joins. Inclusive. Supportive, Diverse, Discernment Circles	Every member feels included in decisions?
		Instituting more process observation - objective evaluation guidelines	

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		Multigenerationalism is ALSO Multiculturalism	